

Agenda Item #15.A.

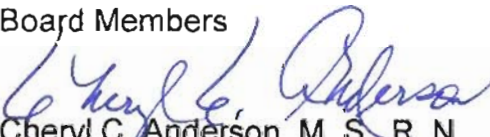


STATE AND CONSUMER SERVICES AGENCY • BOARD FROM BIRMINGHAM TO LOWER JPL
BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945
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DATE: February 9, 2011

TO: Board Members

FROM: 
Cheryl C. Anderson, M. S., R. N.
Supervising Nursing Education Consultant

SUBJECT: Advanced College Vocational Nursing Program – Consideration of Placement on Provisional Accreditation (Director: Minnie Douglas, South Gate, Los Angeles County, Private)

Advanced College, South Gate, Vocational Nursing Program is presented to the Board for consideration of placement on provisional accreditation.

In accordance with Section 2526.1(c) of the Vocational Nursing Rules and Regulations,

"The Board may place any program on provisional accreditation when a program does not meet all requirements as set forth in this chapter and in Section 2526..."

Section 2530(l) of the Vocational Nursing Rules and Regulations states:

"The program shall maintain a yearly average minimum pass rate on the licensure examination that does not fall below 10 percentage points of the state average pass rate for first time candidates of accredited vocational nursing schools for the same period.

- (1) Failure to maintain the required yearly average minimum pass rate for two years or eight consecutive quarters may be cause to place a program on provisional accreditation."

The following table shows the variance of the program's pass rates from the state average annual pass rates of first time graduates of accredited vocational nursing programs for the past eleven (11) quarters. This data substantiates the program's noncompliance with Section 2530(l) of the Vocational Nursing Rules and Regulations.

NCLEX-PN® Licensure Examination Pass Rates			
Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate	Variance from State Annual Average Pass Rate
Apr – Jun 2008	75%	62%	-13
Jul - Sep 2008	74%	63%	-11
Oct - Dec 2008	73%	45%	-28
Jan – Mar 2009	72%	23%	-49
Apr – Jun 2009	70%	33%	-37
Jul - Sep 2009	72%	38%	-34
Oct – Dec 2009	73%	42%	-31
Jan – Mar 2010	74%	45%	-29
Apr – Jun 2010	75%	46%	-29
Jun – Sep 2010	75%	41%	-34
Oct – Dec 2010	76%	38%	-38

History of Prior Board Actions

- On May 12, 2006, the Executive Officer approved Advanced College's request to begin a vocational nursing program with an initial class of 45 students commencing July 10, 2006, only; and approved the program curriculum for 1536 hours, including 580 theory, and 956 clinical hours.
- On July 12, 2006, a new program director was approved.**

Subsequently, the Board received notification that commencement of the initial class had been delayed until October 2, 2006, to allow sufficient time for candidate testing. The revised date of graduation is projected for September 14, 2007.

- On June 5, 2007, the Executive Officer approved initial full accreditation for the Advanced College Vocational Nursing Program for the four – year period, June 5, 2007, through June 4, 2011, and issued a certificate accordingly; **and** approved the program's request to admit a full – time class of 45 students commencing October 1, 2007, to **replace** students graduating September 14, 2007; **and** approved the admission of an additional class of 45 students to start on June 18, 2007 only, with a projected completion date of June 1, 2008, thereby increasing the frequency of admissions; **and** approved the program's request for ongoing admissions to **replace** graduating classes only, with the following stipulations:
 - No additional classes are added to the program's current pattern of admissions without prior Board approval. The program's pattern of admissions would be two classes a year with a maximum of 45 students per class.
 - The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
- On December 12, 2007, the Executive Officer approved the program's request to admit a full – time class of 30 students starting January 14, 2008, with a projected completion of November 25, 2008, for one time only.

- On December 8, 2008, the Executive Officer approved the program's request to admit a full – time class of 45 students starting January 26, 2009, with a projected completion of January 10, 2010, to **replace** students graduating December 14, 2008. Additionally, the program's request for ongoing admissions to **replace** graduating classes only, was approved with the following stipulations:
 - a. No additional classes are added to the program's pattern of admissions without prior approval. The program's pattern of admissions is three full-time classes per year with 45 students per class.
 - b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
- **On February 27, 2009, the Board approved a new program director.**
- On May 1, 2009, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past four (4) quarters. The program was requested to submit a written plan for improving their NCLEX-PN® pass rates by May 31, 2009.
- On May 29, 2009, the Board received the program's plan to improve program pass rates.
- On July 10, 2009, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past five (5) quarters.
- **On August 5, 2009, the Board approved a new program director.**
- On November 18, 2009, the program was notified that its annual average pass rate had fallen below 10 percentage points of the state average annual pass rate for the past six (6) quarters.
- On December 8, 2010, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for more than eight (8) consecutive quarters. The following information was requested by December 23, 2010.
 - a. Current and projected enrollment.
 - b. Approved faculty.
 - c. Approved clinical facilities.
 - d. Clinical rotation schedule.
 - e. Analysis of the submitted corrective action plan.
- On December 22, 2010, the Board received the program's response to the December 8, 2010 request.

- January 13, 2011, the Supervising Nursing Education Consultant sent correspondence to the director requesting the submission of documents for Board presentation.
- On January 26, 2011, copies of the program's Performance Improvement Strategic Plan status report were received for dissemination to Board members.

Enrollment

The program offers a full – time course of instruction that is 48 weeks in length. The program is approved to admit three (3) classes of 45 students each year. The pattern of admissions for projected classes is seen in the enrollment table below.

The following table represents **current and projected** student enrollment based on class starts and completions. The table indicates a **maximum enrollment of 134 students** for the period from **January 2008 through August 2011**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Completed			
1/08		31	20	20
6/08		29	19	20 + 19 = 39
9/08		31	22	39 + 22 = 61
	12/08 (1/08 Class)		-20	61 - 20 = 41
2/09		32	23	41 + 23 = 64
	5/09 (6/08 Class)		-19	64 - 19 = 45
6/09		38	25	45 + 25 = 70
	9/09 (9/08 Class)		-22	70 - 22 = 48
9/09		32	9	48 + 9 = 57
	1/10 (2/09 Class)		-23	57 - 23 = 34
1/10		31	23	34 + 23 = 57
	5/10 (6/09 Class)		-25	57 - 25 = 32
6/10		45	33	32 + 33 = 65
	9/10 (9/09 Class)		-9	65 - 9 = 56
9/10		45	41	56 + 41 = 97
	1/11 (1/10 Class)		-23	97 - 23 = 74
1/11		45	45	74 + 45 = 119
	5/11 (6/10 Class)		-34	119 - 34 = 85
5/11 (Projected)		45		85 + 45 = 130

ENROLLMENT DATA				
CLASS DATES		#Students	#Students	Total Enrolled
	8/11 (9/10 Class		-41	130 – 41= 89
8/11 (Projected)		45		89 + 45 = 134

Licensing Examination Statistics

The following statistics, furnished by the Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction" for the period April 2008 through December 2010, specify the pass percentage rates for graduates of the Advanced College, South Gate, Vocational Nursing Program on the National Council Licensure Examination for Practical (Vocational) Nurses (NCLEX-PN®).

NCLEX-PN® Licensure Examination Data						
Quarterly Statistics					Annual Statistics*	
Quarter	# Candidates	# Passed	% Passed	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate
Apr – Jun 2008	4	0	0%	75%	62%	75%
Jul – Sep 2008	3	2	67%	70%	63%	74%
Oct – Dec 2008	7	1	14%	73%	45%	73%
Jan – Mar 2009	16	4	25%	70%	23%	72%
Apr – Jun 2009	10	5	50%	71%	33%	70%
Jul – Sep 2009	12	7	58%	74%	38%	72%
Oct – Dec 2009	14	6	43%	76%	42%	73%
Jan – Mar 2010	19	7	37%	76%	45%	74%
Apr – Jun 2010	18	9	50%	74%	46%	75%
Jul – Sep 2010	10	3	30%	76%	41%	75%
Oct – Dec 2010	17	5	29%	77%	38%	76%

*The Annual Pass Rate changes every quarter. It is calculated by dividing the number of candidates who passed during the current and previous three quarters by the number of candidates who tested during the same period.

Based on the most current data available (October – December 2010), the program's average annual pass rate is 38%. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® for the first time is 76%. The average annual pass rate for Advanced College, South Gate, Vocational Nursing Program is 38 percentage points **below** the state average annual pass rate.

Faculty and Facilities

Section 2534(d) of the Vocational Nursing Rules and Regulations states:

"For supervision of clinical experience, there shall be a maximum of 15 students for each instructor."

The program's Board - approved faculty totals 17, including the program director. The director has 100% administrative duties. Of the total faculty, 13 are approved to teach in the clinical area.

Based on a maximum enrollment of 135 students, nine (9) instructors are needed. Therefore, the number of current faculty is adequate for the current and proposed enrollment.

Section 2534 (b) of the Vocational Nursing Rules and Regulations states:

"Schools shall have clinical facilities adequate as to number, type, and variety of patients treated, to provide clinical experience for all students in the areas specified by Section 2533. There must be available for student assignment, an adequate daily census of patients to afford a variety of clinical experiences consistent with competency-based objectives and theory being taught."

The program has clinical facilities that are adequate as to type and variety of patients treated to enable current and proposed students to meet clinical objectives, in accordance with Section 2534 (b) of the Vocational Nursing Rules and Regulations. This information has been verified by the consultant.

Other Considerations

Advanced College, South Gate, was approved to commence a vocational nursing program with an initial class of 45 students effective July 10, 2006. Subsequently, the program elected to delay commencement of the initial class to October 2, 2006. The program admitted 31 students. Of the total admitted, 65% (twenty (20) students) were graduated September 14, 2007.

During the period January – March 2008, program performance statistics published by the National Council of State Boards of Nursing specify that eight (8) program graduates completed the NCLEX/PN®. It is important to note that of the total program graduates from the initial class, 40% completed the NCLEX/PN®. Of the total tested, seven (7) graduates passed for an average annual pass rate of 89%. Since that time, the program's average annual pass rates have declined markedly.

On May 1, 2009, the program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rate for four (4) consecutive quarters. The director was requested to submit a plan for improving the program's pass rates by Friday, May 31, 2009.

On May 29, 2009, the program's plan of correction was received. Subsequently, implementation of the submitted plan was confirmed.

On July 10, 2009, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past five (5) quarters. **On August 5, 2009, the Board approved a new program director.**

On November 18, 2009, the program was notified that its annual average pass rate had fallen below 10 percentage points of the state average annual pass rate for the past six (6) quarters.

On December 8, 2010, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for more than eight (8) consecutive quarters. The director was advised that the Board was scheduled to consider placement of the program on provisional accreditation at the February 24, 2011 Board meeting. Information was requested relative the program's current and projected enrollment, current faculty and clinical facilities, clinical rotation schedule, and an analysis of the program's corrective action plan. (See Attachment A)

On December 22, 2010, the Board received the program's response to the December 8, 2010 request. On January 26, 2011, copies of the program's Performance Improvement Strategic Plan status were received (see Attachment B). As presented therein, the program cited the economic crisis as the genesis of its declining pass rates. Implementation of the following interventions was reported.

➤ ***Reduce the Time Elapsed Between Graduation and Candidate Testing***

The program reported that graduates delay testing for periods up to nine (9) months after graduation due to inadequate finances.

Intervention: The program elected to include costs related to students' applications for licensure in the total cost for the program.

➤ **Instructional Methods and Materials.**

The submitted plan specified that students reported working increasingly more hours. As a result, students had decreased time available for accomplishment of the required theory and clinical education.

Intervention: The program reported the following steps.

1. Each student was provided a laptop computer.
2. The program opened a computer laboratory to assist students to prepare for completing the NCLEX/PN®.
3. The director reported revision of the curriculum to improve the correlation of theory and clinical instruction.
4. An Assistant Director has been hired. Further, the program has increased its utilization of full – time instructors.

➤ **Evaluation of Student Achievement.**

As presented, the program identified that clear measurable evaluations of student progress were required.

Intervention: The program reported the following steps.

1. The director reported revision of the program's Grading, Make Up, and Remediation Policies. Consistency of application was monitored closely.
2. Students are placed on Remediation when grades fall below 75% anytime during the term.
3. Students are placed on Probation for continued failure to meet program expectations regarding theory grades and attendance.
4. The director reported evaluation of all students with Assessment Technologies Institute (ATI) instruments after completion of all other program requirements. As reported, the program hired three (3) ATI coordinators, each with a Bachelor's degree in computer science or a related field.
5. Students are required to pass a competency – based exit examination prior to graduation.
6. Students are provided an NCLEX/PN® review at no additional costs.

The director reported improvement in the program's performance statistics. It is important to note that the reported improvement is not substantiated by program performance statistics. The Board disseminates this information on a quarterly basis to all accredited and approved vocational nursing programs.

As noted previously, statistics published by the National Council of State Boards of Nursing evidence a substantial decline in the program's average annual pass rates over the past eleven (11) consecutive quarters. Based on the most recent statistics, **the program's average annual pass rate is 38 percentage points below the state average annual pass rate.**

Based on submitted information and the performance of program graduates on the NCLEX-PN® from April 2008 through December 2010, the following violation of the California Rules and Regulations is identified.

Section 2530(l) of the Vocational Nursing Rules and Regulations states:

“The program shall maintain a yearly average minimum pass rate on the licensure examination that does not fall below 10 percentage points of the state average pass rate for first time candidates of accredited vocational nursing schools for the same period.

- (1) Failure to maintain the required yearly average minimum pass rate for two years or eight consecutive quarters may be cause to place a program on provisional accreditation.”**

Violation #1: The program’s average annual pass rate has been more than ten (10) percentage points below the state average annual pass rate for eleven (11) consecutive quarters.

Submitted data substantiates that a total of 314 students were admitted to the program from initial accreditation through December 31, 2010. Of the total admitted, 141 students have graduated. As such, the program has graduated 45% of the students admitted. Of the total program graduates, 92% have completed the NCLEX/PN. Of the total program graduates tested through the most recent reporting period (October - December 2010), 38% passed; 62% failed.

Plan of Correction: This violation is **not corrected**. The violation will be corrected when the program’s pass rates improve consistent with regulatory requirements.

Recommendations:

1. Place Advanced College South Gate, Vocational Nursing Program on provisional accreditation for the two - year period from February 25, 2011, through February 28, 2013, and issue a notice to the program to identify specific areas of non compliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations (see Attachment C).
2. Require the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate for four (4) consecutive quarters by February 28, 2013.
3. Require the program to show documented progress by submitting follow-up reports in 10 months, but no later than **December 1, 2011**, and 22 months, but no later than **December 1, 2012**. The reports must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Current Enrollment.

- b. Admission Criteria.
- c. Screening and Selection Criteria.
- d. Terminal Objectives.
- e. Curriculum Objectives.
- f. Instructional Plan.
- g. Theory and Clinical Objectives for Each Course.
- h. Lesson Plans for Each Course.
- i. Textbooks.
- j. Attendance Policy.
- k. Remediation Policy.
- l. Evaluations of Theory and Clinical Faculty.
- m. Evaluations of Theory Presentations.
- n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
- o. Evaluation of Student Achievement.

Failure to show progress may be cause for reconsideration of provisional accreditation.

- 4. Schedule the program for reconsideration of provisional accreditation at the February 2013 Board meeting.
- 5. Rescind the program's approval for ongoing admissions, including the admission of three (3) classes each year with a maximum admission of 45 students per class.
- 6. Approve the program's admission of 45 students on May 23, 2011 only, graduating May 17, 2012, to **replace** students scheduled to graduate May 22, 2011.
- 7. Require the program to admit no additional students unless approved by the Board.
- 8. Require the program to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2526.

Rationale: The Board has serious concerns relative to the program's non-compliance with regulations relative to pass rates on the NCLEX-PN®.

As noted previously, the program has reported the admission of 314 students from initial accreditation through December 31, 2010. Of the total admitted, 141 students have graduated. Of the total program graduates, 92% have completed the NCLEX/PN; 38% of those tested through the most recent reporting period passed; 62% failed. Based on these statistics, rescission of the Board's prior approval for the program's ongoing admission of 45 students three (3) times each year is prudent.

The program has reported improvement in its pass rate performance. It must be noted that while some improvement has occurred, the program's average annual pass rates remain markedly noncompliant with regulatory requirements. Specifically, the program's average annual pass rates

have been more than ten (10) percentage points below the state average annual pass rate for eleven (11) consecutive quarters.

Attachment A: Board correspondence dated December 8, 2010.

Attachment B: Program correspondence dated December 21, 2010; received December 23, 2010.

Attachment C: Draft Notice of Change in Accreditation Status.

Agenda Item #15.A. – Attachment A



STATE AND CONSUMER SERVICES AGENCY • ARNOLD SCHWARZENEGGER, GOVERNOR
Board of Vocational Nursing and Psychiatric Technicians
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945
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December 8, 2010

Minnie Douglas, B.S., R.N.
Director, Vocational Nursing Program
Advanced College
13180 Paramount Boulevard
South Gate, CA 90280

Subject: NCLEX/PN Program Performance

Dear Ms. Douglas:

Section 2530 (l) of the Vocational Nursing Rules and Regulations states,

"The program shall maintain a yearly average minimum pass rate on the licensure examination that does not fall below 10 percentage points of the state average pass rate for first time candidates of accredited vocational nursing schools for the same period.

- (1) Failure to maintain the required yearly average minimum pass rate for two years or **eight consecutive quarters** may be cause to place a program on provisional accreditation."

Statistics furnished by the test vendor, NCS Pearson, and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction", indicate that the **pass rates** for **Advanced College Vocational Nursing Program** have fallen below 10 percentage points of the state average pass rate for more than eight (8) quarters.

This means that on February 25, 2011, the Board will consider your program for placement on provisional accreditation. Please be prepared to answer questions from Board members at that time.

Additional information is required to complete the report relative to your program. Please submit the following information by **Thursday, December 23, 2010.**

1. Current enrollment information for **all current** and **projected** classes. Please complete the attached Enrollment Data Table.
2. Current faculty and facility information. Please complete the attached form.
3. Faculty/Student Assignment. Please complete the attached form.

4. Documentation delineating clinical rotation schedules for all current classes.
5. Completed Tracking Form Relative to Obstetrics and Pediatrics Clinical Rotation. Please complete the attached form.
6. An analysis of your program's corrective action plan indicating the elements of your plan that have been effective and those that have not. Describe alterations that you will make in the plan based on this analysis.
7. Any other pertinent information to be considered by the Board.

(**Note:** Information submitted after the deadline may not receive due consideration by the Board.)

Should you have questions, please do not hesitate to contact me at (916) 263-7839.

Sincerely,

Cheryl C. Anderson

CHERYL C. ANDERSON, M.S., R.N.
Nursing Education Consultant

Attachments:

1. Enrollment Data Table.
2. Faculty and Facilities Form.
3. Faculty Clinical Assignment Form.
4. OB/Peds Tracking Form

Agenda Item #15.A. – Attachment B



BVNPT
2011 JAN 26 PM 2:09

edee
BVNPT Received
on 1-26-11 with KR

January 24, 2011

Cheryl C. Anderson, M.S., R.N.
Supervising Nursing Education Consultant
California Board of Vocational Nursing and Psychiatric Technicians
2535 Capitol Oaks Drive, Suite 205
Sacramento, California 95833-2945

Dear Ms. Anderson:

Enclosed are fifteen (15) copies and a compact disk of Advanced College's status report of its Performance Improvement Strategic Plan originally submitted May 29, 2009 for improving the college's National Council Licensure Examination for Practical Nurses (NCLEX-PN) pass rate. Advanced college is committed to making progress in having its graduates pass the NCLEX-PN on their first attempt. In order to make this a reality the college has completed many major accomplishments for the 2009-2010 academic years. These accomplishments align with the stated goals and strategies. The attached Executive Summary and responses to the college's Performance Improvement Strategic Plan demonstrate these accomplishments.

We are confident that the college will continue to see an improvement in its pass rate with future classes. Please consider the activities that the college has been conducting as a commitment to this expectation.

Sincerely,

Minnie Douglas, Ed.D., R.N.
Director, Vocational Nursing Program
Advanced College



ADVANCED COLLEGE
VOCATIONAL NURSING PROGRAM

EXECUTIVE SUMMARY
HIGHLIGHTS AND ACTIVITIES

January 24, 2011

Advanced College has been diligent in conducting activities to improve its graduate's successes in passing the National Council Licensure Examination-PN (NCLEX-PN) on their first attempt. These activities include:

1. Eliminating excessive time lapse in taking the examination after graduation, the College includes the cost of the examination in the total cost of the program and submits graduates applications within seven (7) days of completion. (Goal 1)
2. Setting up Computer Laboratory with three (3) Assessment Technology Coordinators. The Assessment Technology Coordinators all have degrees in computer science or related fields. The AT Coordinators assist students with computer skills and practice mathematics sessions. In addition, they provide a valuable testing and data collection support system for the nursing instructors by: a) filing; b) monitoring the post-testing after lectures, quizzes and examinations as a class room assistant; c) assisting in monitoring remediation and probations as a classroom assistant; d) assisting in monitoring attendance; e) staffing the Computer lab five (5) days per week with hours of 8 a.m. – 10 p.m., and f) assisting instructors in computer technology as it relates to transfer of knowledge to the clinical setting. All students are provided with a laptop computer and computer training as needed to assist them in their comfort level of working on the computer. (Goal 2)
3. Developed measurable policies for students' growth academically and clinically. Students are placed on Remediation when grades fall below 75% anytime during the term and placed on Probation with continued failure to meet the expectations of the program as it relates to theory grade and attendance. (Goals 3, 4 and 5)
4. Developed ongoing means of evaluating students' progress and provided necessary learning strategies to assist students with their learning needs. (Goals 4 and 5)

In addition to the aforementioned, the college established a competency based exit examination for graduation and provides the students with a NCLEX-PN Review at no cost to students. The staffing pattern has seen an increase in full time instructors versus the use of part time instructors and the hiring of an Assistant Director, an Educational Chairman and clerical assistant for the program through the skills of the Administrative Assistant.

The program has an adequate learning environment, resources and approved clinical facilities for enrolled students. This includes classrooms with computers, a skills laboratory with three(3) bedside units consisting of teaching manikins, electric beds, over bed tables, bedside stands and two functional medication carts. The college maintains an ATI computer laboratory and library for students use.

The college serves a very diverse student population as seen in the Enrollment Data.

ENROLLMENT DATA

Start date	Completion date	#Students admitted	#Students completing	#Students current	Ethnicity
1/14/08	12/14/08	31	20	na	A=5 B=2 H=24
6/16/08	5/29/09	29	19	na	A=7 B=4 H=16 W=2
9/22/08	9/05/09	31	22	na	A=3 B=11 H=17
2/2/09	1/17/10	32	23	na	A=4 B=8 H=19 W=1
6/08/09	5/28/10	38	25	na	B=12 H=26
9/14/09	9/09/10	32	9	na	A=1 B=16 H=12 W=3
6/01/10	5/22/11	45	na	33	A=3 B=13 H=27 W=2
9/7/10	8/28/11	45	na	41	A=3 B=19 H=21 W=2
1/10/11	12/18/11	45	na	45	A=1 B=12 H=32
5/23/11	5/17/12	45	Proposed	na	
		45	Proposed	na	

A=Asian/Pacific Islander B=Black or African American H=Hispanic W= White O=Other

Due to the unemployment crisis in California since 2008 the college has seen an increase in number of students having financial problems and an inability to maintain academic and attendance standing. Overall, the college believes there has been some improvement during the past year in the college's pass rate as exemplified in the report of the National Council Licensure Examination for Practical Nurses, G 4 Quarters 07/01/2010 through 09/30/2010 which lists the college pass rate as follows: 1) December 2009-0%; 2) January 2010-47.06% and 3) June 2010-75%..

We believe this data reflects a positive for the college and that the institution is working diligently to rectify the low pass rate.

ADVANCED COLLEGE VOCATIONAL NURSING PROGRAM

Performance Improvement Strategic Plan
National Council Licensure Examination-Practical Nurse

Analysis of Plan submitted May 29, 2009

Advanced College, a private college, mission is to provide access to quality associate degree and Certificate programs, workforce preparation and opportunities for personal development and enrichment. Based upon a commitment to excellence, the college programs foster and support the intellectual, cultural, educational, and economic and development of its diverse community population.

Advanced College was approved by the BVNPT to offer the VN program in 2006. According to the first quarter report of BVNPT, the passing rate was 88.89.

Due to an unexpected situation, which was the California financial crisis, it had an effect on the 2008-2009 graduates passing rate. According to the Los Angeles Almanac 2007 edition, the unemployment rate for the area was 9% and there has been continued unemployment as reflected in the entire state of California. Advanced College is located in the City of South Gate which mainly serves a low-income community. Due to this major financial crisis, we have had several homeless students. A majority of our students are female, and since their spouses have lost their jobs, many are forced to work more hours than they had plan when they started the program. Based on this unexpected financial situation, Advanced College has developed a Performance Improvement Strategic Plan, which includes these major steps:

Goal 1:

Rationale 1:

The college has evaluated the time period after graduation that its graduates sit for the examination. It has been identified that graduates taking the examination in this period have taken the examination six to seven months after graduation, some almost nine months. In researching this issue it has been determined that due to the financial crisis; graduates lacked the finances to complete the application process and taking the examination in a timely manner.

Strategy 1.1:

To alleviate a time lapse after graduation and taking the examination, the college includes the cost of applying for licensure in the total cost for the program. This change will enable graduates to file and take the examination in a timely manner, thus improving their chance of being successful on the first attempt.

Strategy 1.2:

Submit graduates application to the Board of Vocational Nursing and Psychiatric Technicians within seven (7) days of graduation.

Strategy 1.3:

Maintain monthly contact with graduates via telephone, e-mail or postal contact to determine their follow through regarding taking the examination.

Strategy 1.4:

As a result of including the cost of the NCLEX-PN examination in the program fees, there has not been activity to obtain donors. However, graduates are assisting the college as motivational speakers to encourage beginning students to develop study habits early in the program and graduating students to take the NCLEX-PN as soon as paper work is received.

Strategy 1.5:

Develop marketing strategies to increase scholarship donors from target groups as alumni, ethnic donors, faculty donors and community donors. Faculty member, Andy Fullton, has established a scholarship to assist two (2) students with costs incurred in taking the examination. The following are activities to accomplish this strategy: a.) Develop marketing strategy to emphasis the value and practice of giving, b) Use outreach strategies specific to each target group such as ethnic organizations and c) organize an alumni group to assist in promotion of positive accomplishments.

Goal 2:

Based of this major employment crisis, many of our students are forced to work more hours and therefore the college came to make this following decision as well:

Strategy 2.1:

- a. The College has set up a separate computer lab, "ATI Lab" with new Dell computers with the main purpose of making computers and ATI sessions readily available for students' use. This enables the student to work with the ATI package and practice in preparation for the licensure exam.
- b. Students are provided with laptop computers and Assessment Technologies Institute Plan (ATI) instructional and study materials.
- c. Introduce Assessment Technologies Institute Plan which is a prescriptive learning program that focuses on mastery and aids in predicting students capability in passing the NCLEX-PN on first attempt.
- d. To make sure that students have the necessary help in the computer laboratory, the college hired three (3) computer proficient personnel as ATI Coordinators on a full time basis. The ATI Coordinators have a minimum of a Bachelor degree in computer science or related fields. In addition to assisting the students, the ATI Coordinators perform the following duties and assist faculty: 1) monitoring of ATI testing; 2) proctor online ATI practice sessions; 2) proctor online ATI skills practice sessions; 3) proctor online posttest after lectures, quizzes and examinations; 3) conduct computer literacy labs for students who are weak in computer skills; 4) assist in monitoring students attendance in class, for campus

labs and clinical rotations; 4) monitor theory makeup labs that require students to report to the ATI lab and complete specific assignments related to the subject matter covered on the day they were absent; and 5) tutor students in basic mathematics. The additional staff has ensured that the computer laboratory is covered at all times and that students may come in to practice when classes are not in session.

Strategy 2.2:

Advanced College hired an Educational Chair, Assistant Director of Nursing and Administrative Assistant to the Director of Nursing. The main task of the Administrative Assistant is to summarize all the data of the ATI exams and present them to Director of Nursing, who then evaluates and determines the areas to target. This has proven to be effective in assisting students with identifying objectives which require further studying or tutoring sessions.

Maintain measurable evaluation and grading policies to assure that students receive assistance as needed during each term.

The weekly meetings with the Director of Nursing or Assistant Director, Educational Chair, Administrative Assistant and ATI Coordinators has afforded the college with a plan of continued evaluation and making the necessary changes to enhance the educational efforts of all. For example, the Director of Nursing, who makes the final decision for immediate improvement to the program, recognized that our current students need more assistance in mental health, maternity and pediatrics. One of the instructor who is a Psychiatrist and approved as an Additional Faculty taught mental health and the Assistant Director who has expertise in Maternity taught maternity and pediatrics nursing. According to our ATI performance report, the average grade for each of these ATI exams was higher than the national performance average

Strategy 2.3:

Revise V.N. Program curriculum with a focus on the student, the profession and the employer. Implementation of the revised curriculum is to commence with the next class. The revised curriculum is designed to provide relevant experiences in the classroom, skills laboratory and the clinical settings. The content has been developed to integrate both the theoretical and clinical aspects of licensed vocational nursing practice.

Rationale

Based upon performances of the student, it has been determined that a curriculum with a format that is sequential with discrete courses will enable the students to grasp the knowledge for better transfer of this knowledge into the clinical setting. In addition, student retention of information should improve. Implementing a curriculum in four terms instead of the current three will allow for more frequent evaluation of student's progress with necessary remediation to assure success.

Strategy 2.4

Focus of the curriculum revision is to meet current health care needs by integrating theoretical and clinical aspects of vocational nursing to meet current health care needs.

Status

The format for the curriculum was revised and the teaching methods have expanded to include post testing after lectures to ascertain the student's retention of information immediately after its presentation. This has proven to be effective in assisting students with identifying objectives which require further studying or tutoring sessions.

Strategy 2.5

Curriculum to be taught in four (4) terms instead of the current three (3). The total hours for reformatted curriculum remains the same at 1536 hours.

- a. Term I: Fourteen (14) weeks-204 hours of theory with discrete content, 144 clinical hours and 88 laboratory hours.
- b. Term II: Eighteen (18) weeks-204 hours of theory with discrete content, 346 clinical hours and 54 laboratory hours.
- c. Term III: Fourteen (14) weeks-158 hours of theory with discrete content, 238 clinical hours and 42 laboratory hours.
- d. Term IV: Three (3) weeks – 30 hours of theory, 26 clinical hours and 18 laboratory hours.

Strategy 2.6

Introduce Assessment Technologies Institute Plan which is a prescriptive learning program that focuses on mastery and aids in predicting students capability in passing the NCLEX-PN on first attempt.

Status

Students are provided with laptop computers and Assessment Technologies Institute Plan (ATI) instructional and study materials.

Goal 3:

Maintain measurable evaluation and grading policies to assure that students receive assistance as needed during each term.

Rationale:

Students require input and guidance regarding their progress in any course. The input and guidance must be ongoing during the term.

Status

The grading policy succinctly states that students will receive final grades at the end of each module or term. Grades are based on assignments, quizzes, examinations and clinical evaluation (performance in the on campus skills laboratories and clinical settings). The student must maintain a "C" or higher grade in all courses at each term and a "Satisfactory" clinical performance to be eligible to be promoted to the next level. The student must successfully pass each module examination with a minimum of 75%.

Students meeting clinical objectives will receive a "Satisfactory" grade. Students partially meeting clinical objectives shall receive a "Needs Improvement" grade and must show improvement in meeting clinical objectives. Students unable to meet clinical objectives will receive an "Unsatisfactory" grade, will fail the term and not promoted to

the next level regardless of the theory grade. The “Unsatisfactory” clinical grade will result in dismissal from the Program an a grade of F for the level.

The grading scale is as follows:

A (91-100%)
B (82-90%)
C (75-81%)
F (Below 75%)

To assure that students have ample opportunities to maintain their grade, a Makeup Policy is utilized. The Makeup policy states that when a student misses a scheduled module examination or quiz due to medical reasons or unforeseen emergency, the student must notify the Instructor and the Administrative Assistant prior to class in which the examination or quiz is scheduled. Upon return, a student must provide the school a copy of the doctor’s certificate or proof of the emergency. The makeup examination or quiz (different questions covering the same content as the original) must be taken within four (4) calendar days of the original scheduled examination or quiz. Regardless of the grade on the make-up examination or quiz, the student shall receive a maximum grade of 75%. Assignments are due on the scheduled dates indicated on the Weekly Schedule/Daily Planner. Late assignments may be submitted before the last week of the current term, but can receive no more that 75%.

Strategy 3.1

Students will receive grades for assignments, quizzes and module examinations.

Status

Utilizing the aforementioned grading policy, students are apprised of their grades at regular intervals.

Strategy 3.2

Students receiving less than seventy-five percent (75%) on any module examinations will have to remediate and take an alternate examination of the content. Retake of examinations will result in a score not to exceed seventy-five (75%). Utilizing the aforementioned grading and makeup policy, students are given opportunities to be successful in the program.

Strategy 3.3

Remediation will include a review of the examination to identify learning deficits and a corrective plan to assist student in conceptualization of content.

Status

Remediation has been expanded to include students whose cumulative GPA falls below 75% at any time during the term, and to those who fail a module examination on the first attempt. Remediation will be offered to students who incur a “Needs improvement” or “Unsatisfactory” warning in clinical or campus lab. Students’ who refuse remediation, must withdraw from the program. They can apply to reenter the program at a later date. Goals of remediation include: 75% cumulative GPA and Satisfactory Clinical/Lab evaluation. Students who remediate unsuccessfully are placed on Probation and given a

specific plan to improve. Continued Probation status will result in dismissal from the Program.

Strategy 3.4

Remediation may include a review of the module examination content to identify learning deficits and a corrective plan of action for the student that will include; 1) independent reading and research; 2) ATI online practice assessments; 3) homework review; 4) study guide review and tutoring if required.

Strategy 3.5

Should a student miss a scheduled module examination due to a medical or unforeseen emergency, the student must schedule a make-up date with the instructor. The grade for the examination will not exceed seventy-five (75 %) percent.

Status

As mentioned previously students are given every opportunity to be successful in the program.

Strategy 3.6

Missed quizzes may be made-up, but a maximum score of only seventy-five (75%) percent can be achieved.

Status

As previously stated, students are given the opportunities and assistance to be successful in the program. The implementation has decreased the number of students taking quizzes late.

Strategy 3.7

Late assignments may be submitted, but can only receive no more than seventy-five (75) percent.

Status

Implementation has resulted in students turning assignments in on time.

Strategy 3.8

Clinical performance will be evaluated on achievement of clinical laboratory objectives with a "Satisfactory" –met objectives; "Needs Improvement"-partially met objectives; or "Unsatisfactory"-unable to meet objectives.

Status

The implementation of clinical evaluations at midterm and end of term has enabled students to show improvements in meeting clinical objectives.

Strategy 3.9

Evaluation will be ongoing throughout the term thus allowing for self-correction and remediation.

Status

Students receive Advising notes at any time to remind them of objectives which they may not be meeting. This has enabled students to show growth in meeting the expectations of the level.

Strategy 3.10

Students must achieve an overall Satisfactory performance evaluation in order to advance to the next term.

Status

Implementation of evaluation at any time that student is not performing satisfactorily has enabled the student to make the necessary behavior changes to become Satisfactory.

Goal 4:

A formalized method of evaluating goals and strategies will be conducted.

Rationale

The effectiveness of this plan dictates that formal plans of evaluation be conducted.

Goal 5:

A formalized method of evaluating goals and strategies will be conducted.

Rationale

The effectiveness of this plan dictates that formal plans of evaluation be conducted.

Strategy 5.1

A review of the effectiveness of all strategies at three (3) month intervals will provide a guide of students' progress and Satisfactory Academic Performance. Satisfactory Academic Performance should assure that students will pass the NCLEX-PN the first attempt.

Strategy 5.2:

Faculty and Administrative professional improvement

Advanced College president who has nearly 30 years experience in teaching and administration at colleges and universities has been active since 2003 with the college's National Accreditation. For the last seven (7) years she has been actively serving on evaluation teams. She has also been nominated for national appeal member. Our Director of Nursing and Educational Chair participated in the annual meeting for team visit workshop two years ago. Since then, they have served on evaluation teams for other colleges which include nursing programs. These team visits provide excellent opportunities for informational exchange and means of better assisting our nursing students.

During the 2009 school year a faculty member was chosen as a member of a panel of expert nurses who reviewed items for NCLEX-PN examination by the National Council of State Boards of Nursing (NCLEX-PN). The session started May 12, 2009 and concluded on May 15, 2009. This instructor's participation in the review has enabled him to be a resource for the college in preparing the students for the NCLEX-PN examination.

Status

A thorough review of all strategies resulted in the development of an NCLEX-PN Preparation effective August 9, 2010. Research indicated that students who used this method of studying had positive passing rates. The college is implementing the preparation as follows at no additional cost to the students. This preparation recapitulates the VN program to help students further develop test taking strategies and prepare students to pass the ATI Comprehensive examination which is a graduation requirement and predictor of the NCLEX examination for licensure. This additional month does not change the curriculum and there will be no additional cost for students. These impact/results of this plan would be visible by January 2011.

Conclusion:

These action plans impact/results were visible by our graduates in June 2010. These strategies have proven to be effective as demonstrated in the pass rate of 75% June 2010. The last report with a low pass rate was due to students who graduated 2008-2009 and have been taking the examination over nine months after graduating. The college has been calling those students who have not passed and offers them free NCLEX-PN preparation to help them pass on their second time. We feel confident that our present strategic plan will increase our pass rate substantially as our graduates are taking the examination early.

Submitted by:

Minnie Douglas, Ed.D., R.N.
Program Director, Vocational Nursing
Advanced College
13180 Paramount Boulevard
South Gate, California 90280

Agenda Item #15.A. – Attachment C



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDMUND G. BROWN JR.

BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945
Phone (916) 263-7800 Fax (916) 263-7855 Web www.bvnpt.ca.gov



CERTIFIED MAIL

March XX, 2011

Minnie Douglas, Ed. D., R.N., Director
Vocational Nursing Program
Advanced College
13180 Paramount Boulevard
South Gate, CA 90280

Subject: Notice of Change in Accreditation Status

Dear Ms. Douglas:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on February 25, 2011, the status of the Advanced College, South Gate, Vocational Nursing Program has been changed from full accreditation to provisional accreditation for the two – year period from February 25, 2011 through February 28, 2013. Please sign and return the enclosed "Acknowledgement of Change in Accreditation Status" form by **Friday, March 11, 2011**.

AREAS OF NON-COMPLIANCE [VIOLATION(S)]

In accordance with Section 2526.1(c) of title 16 of the California Code of Regulations,

"The Board may place any program on provisional accreditation when that program does not meet all requirements as set forth in this chapter and in Section 2526..."

Section 2530(l) of title 16 of the California Code of Regulations states:

"The program shall maintain a yearly average minimum pass rate on the licensure examination that does not fall below 10 percentage points of the state average pass rate for first time candidates of accredited vocational nursing schools for the same period.

- (l) Failure to maintain the required yearly average minimum pass rate for two years or eight consecutive quarters may be cause to place a program on provisional accreditation."

The program pass rates of the Advanced College, South Gate, Vocational Nursing Program for the past ten (10) quarters are set forth in the following table.

NCLEX-PN® Licensure Examination Pass Rates			
Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate	Variance from State Annual Average Pass Rate
Apr – Jun 2008	75%	62%	-13
Jul – Sep 2008	74%	63%	-11
Oct – Dec 2008	73%	45%	-28
Jan – Mar 2009	72%	23%	-49
Apr – Jun 2009	70%	33%	-37
Jul – Sep 2009	72%	38%	-34
Oct – Dec 2009	73%	42%	-31
Jan – Mar 2010	74%	45%	-29
Apr – Jun 2010	75%	46%	-29
Jun – Sep 2010	75%	41%	-34

Based on this data, the program failed to meet the annual average pass rate requirement.

REQUIRED CORRECTION(S)

1. The Advanced College, South Gate, Vocational Nursing Program must bring its licensure examination annual average pass rate to no more than ten (10) percentage points below the State annual average pass rate for four (4) consecutive quarters by **February 28, 2013**.
2. The program must prepare and submit a written plan to improve its pass rates and make modifications to the plan as necessary based on the success or failure of the actions taken. Follow – up reports must be submitted in 10 months, but no later than December 1, 2011, and 22 months, but no later than December 1, 2012. The reports must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Current Enrollment.
 - b. Admission Criteria.
 - c. Screening and Selection Criteria.
 - d. Terminal Objectives.
 - e. Curriculum Objectives.
 - f. Instructional Plan.
 - g. Theory and Clinical Objectives for Each Course.
 - h. Lesson Plans for Each Course.
 - i. Textbooks.
 - j. Attendance Policy.
 - k. Remediation Policy.
 - l. Evaluations of Theory and Clinical Faculty.

- m. Evaluations of Theory Presentations.
 - n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
 - o. Evaluation of Student Achievement.
- 3. The program must cease the ongoing admission of three (3) classes each year with a maximum of 45 students admitted per class.
 - 4. The program is approved to admit a class of 45 students on May 23, 2011 only, graduating May 17, 2011, to **replace** students scheduled to graduate May 22, 2011.
 - 5. The program must admit no additional students unless specifically approved by the Board.
 - 6. The program must comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2526.

Failure to take these corrective actions may cause the Board to revoke the program's accreditation. In the event additional violations of the accreditation standards are identified, such violations may result in further corrective action or revocation of provisional accreditation.

FUTURE BOARD ACTION

Your program will be placed on the **February 2013** Board Meeting agenda for reconsideration of your accreditation status. The nursing education consultant assigned to your program will ask you to submit documentation of the correction of your violation(s) by the fifteenth day of the second month prior to that Board meeting.

OTHER IMPORTANT INFORMATION

Please be advised that, pursuant to the Board's regulations, the program will not be authorized to admit new classes beyond the established pattern of admissions previously approved by the Board. The established pattern of admissions approved by the Board is as follows: **Prior Board approval is required for the admission of each class.**

In the event your program is required to submit any report(s) as a corrective action pursuant to this notice, such reports are required in addition to any other reports required pursuant to 2527 of the Board's regulations.

The program may no longer advertise that it has full accreditation, and should take steps to correct any ongoing advertisements or publications in that regard.

A copy of title 16, California Code of Regulations, section 2526.1, regarding provisional accreditation is attached for your reference. A complete copy of the Board's laws and regulations can be found on the Board's web site at www.bvnpt.ca.gov.

Should you have questions, please do not hesitate to contact the Board.

Sincerely,

TERESA BELLO-JONES, J.D., M.S.N., R.N.
Executive Officer

cca

Enclosure

cc: Board Members